10/13/88 S6615-2

SEPTEMBER 1988

OREGON LABOR TRENDS

INDICATORS

UNEMPLOYMENT RATE

Oregon (Seas. Adj.)

Aug.	1988	6.1
July	1988	5.9
Aug.	1987	5.8

United States (Seas. Adj.)

Aug.	1988	5.6
July	1988	5.4
Aug.	1987	6.0

WAGE AND SALARY EMPLOYMENT INDEX

Oregon (1977=100)

Aug.	1988	122.1
July	1988	121.5
June	1988	120.6
May	1988	120.6
Apr.	1988	120.6

PRODUCTION WORKER AVERAGE HOURLY EARNINGS

Oregon

July	1988	$10.75
June	1988	$10.65
July	1987	$10.44

PRODUCTION WORKER AVERAGE WEEKLY HOURS

Oregon

July	1988	39.0
June	1988	39.4
July	1987	38.6

CONSUMER PRICE INDEX (CPI)

1982-84=100
ALL URBAN CONSUMERS

Portland-Vancouver

Jan.-June 1988	113.6
Yearly change	3.4%
Annual Average 1987	110.9
Yearly change	2.5%

United States

Aug. 1988	119.0
Yearly change	4.0%
Annual Average 1987	113.6
Yearly change	3.6%

Portland Hotline 221-4132

ECONOMY HEALTHY DESPITE INCREASE IN UNEMPLOYMENT RATE

Linda Burgin

Oregon's seasonally adjusted unemployment rate rose to 6.1 percent in August, up 0.2 from July. The national unemployment rate also rose 0.2 in August, reaching 5.6 percent. Compared with August 1987, the current Oregon rate is up 0.3 while the national rate is down 0.4.

Abnormal levels of seasonal agricultural employment accounted for the slight increase in the unemployment rate from July to August 1988. A late cherry harvest led to the loss of about 6,000 seasonal jobs in August. Normally, seasonal employment peaks in June and then declines by about 3,000 jobs in both July and August. The large drop in agricultural employment pushed August's unemployment rate up. Had employment gone down normally, the seasonally adjusted unemployment rate would have been unchanged in August.

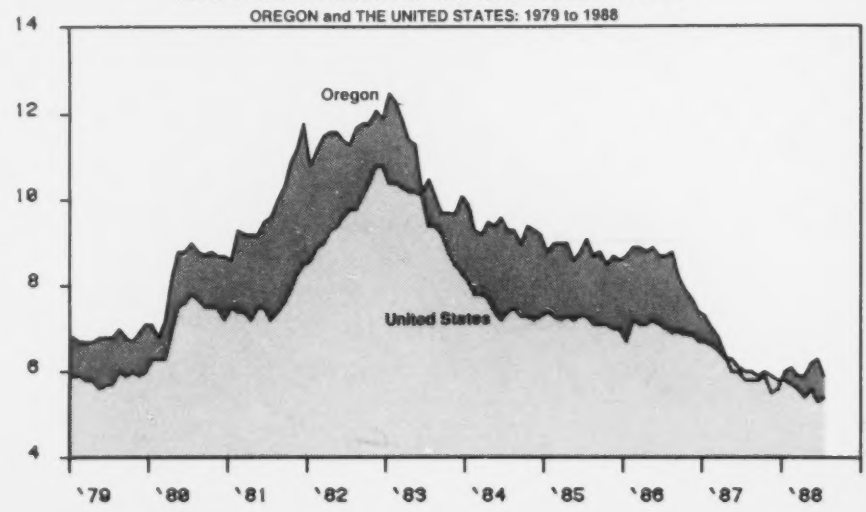
Total nonagricultural payroll jobs were up 12,100 from July, and up 46,200 from August 1987. This increase in jobs is occurring in several economic sectors, indicating that Oregon is continuing to diversify--a sign of a healthy economy.

The Employment Division's monthly survey of Oregon employers indicates that most industries performed roughly as expected for this time of year while some, such as food processing and services, far exceeded the August norm. The nonagricultural wage and salary employment index (a measure of "real", not seasonal, changes in the number of jobs) rose by 0.6 to 122.1. This is a record level and represents the second consecutive large increase in the index following several months of inactivity.

Significant activity in food and kindred products reflected seasonal processing of fruits and vegetables. Food products employment jumped by 6,000, approximately 2,500 more than expected.

SEASONALLY ADJUSTED UNEMPLOYMENT RATES*

OREGON and THE UNITED STATES: 1979 to 1988



*Civilian Labor Force Only

Total manufacturing employment rose 3,000 more than expected, while nonmanufacturing industries added 2,800 more jobs than normal in August. Analysts predict that both the manufacturing and nonmanufacturing sectors will record growth rates in excess of 3 percent in 1988.

Oregon's trade industry added 2,600 jobs in August, while services added 2,000. While the trade increase was exactly as expected, the services growth came at a time of year when a drop of 200 would be normal. Hotels and other lodging places added 300 jobs, as did business services. Health services, following a 300 employment drop in July, added 1,000 new jobs in August. The record 78,700 health care employees represents almost one-third of Oregon's services industry workers.

Strikes and forest fires combined to restrict employment levels across the lumber and wood products industry. Logging employment, just starting to recover from the secondary effect of strikes, began to record job losses due to existing fires or the threat of fire. The net result for logging was a 200 job drop, rather than the seasonally expected 300 increase. Sawmills and veneer/plywood added 200 jobs each, largely due to labor dispute resolution. At the time of the August survey, some workers were returning to the mills, increasing industry employment by 500. However, August employment statistics show about 3,800 labor disputants. The majority of the strikers were in the wood products industry.

According to U.S. Bancorp's **Northwest Business Barometer**, "The strikes are in a sense a reflection of the strength in the Northwest--and the performance of the industry during the expansion."

While the effect of the strikes may be almost over, forest fires and logging area closures are likely to cut heavily into future logging employment. Two significant bright spots in the industry are millwork, which had a record 11,500 employees in August, and mobile homes, where three successive months of growth have raised employment to 1,800, a level not reached for several years.

Before the **Oregon Labor Trends** Editor went on vacation last week to the Hells Canyon National Recreation Area, and the Eagle Cap and Strawberry Wilderness Areas, he provided me with several lumber/logging/forest-related articles. I got the distinct impression that not only was he going to vacation in our forest areas, but he wanted me to write about the industry while he was gone.

Lumber and wood products is an industry plagued by forest fires, environmental pressures, uncertain timber supplies, numerous regulations, and strikes. As has been said before, it is a rural industry with urban problems.

It is also an exciting industry. Employment Division staff visited a newly renovated, computerized sawmill last year. We wanted to see the various emerging occupations in order to track industry changes in our current and occupational employment statistics programs. It was fascinating to watch the laser mechanisms in action: shooting red laser lights across boards to show the saw operator where to make the cuts. It was amazing to see the enormous logs so quickly become lumber, veneer and plywood. We watched giant logs rotate in the plywood mill lathe as it shaved off great rolls of veneer. We learned how the company was working smarter: after computerization, they were capable of higher productivity with 25 percent fewer workers.

Occupationally, the logging industry is rather colorful. It is characterized by such occupations as catskinner (not kitty-cats, but caterpillar drivers), hookers (they put hooks in logs to pull them along), fallers and buckers, chasers, and whistle punks. I even assigned an occupational code to a logging pimp awhile back. The conversation I had with the company owner was memorable.

"Are these all the occupations you employ?"

"Well, no, there's one other guy."

"What does he do?"

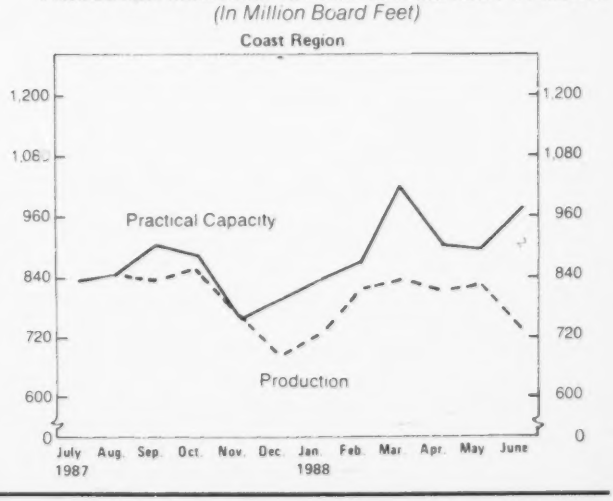
"Well, ma'am...we call him the pimp." I wondered--was this guy pulling my leg, or what?

"I'm almost afraid to ask...what does he do?"

"Well, he gets the logs for us, ma'am."

Speaking of lumber, the average FOB mill realization (i.e. "Free on board" price of lumber ready for shipment) is up in the coast region of Washington and Oregon, according to **Western Lumber Facts**, the newsletter of the Western Wood Products Association (see the related graph). Prices of coastal Douglas fir and Hemlock/White fir over the first half of 1988 are up over last year, with a total average change of 9.7 percent. Green items showed the largest price increases.

Comparing the first five months of 1988 with 1987, softwood log exports are up 36.5 percent in Oregon, 37.9 percent in Washington, and 145.3 percent in California. Total U.S. softwood lumber exports are up 31.7 percent; lumber exports to the Japanese are up 39.5 percent. (Please refer to the U.S. Softwood Log Exports graphs.)



Coastal lumber production in the first half of 1988 is down 13.5 percent from the same period a year ago. This level of production was 86.5 percent of practical capacity. The Production as a Percent of Practical Capacity Graph shows lumber production in the coast region as a percent of the highest actual production reached in any month, including the current month, during the last five calendar years.

The August 31st **Marple's Business Newsletter** talks about the battle over public timberland which supplies most of the raw material used by the Pacific Northwest forest industry. Reasons for the announced closure of the 40-year-old Medford Corporation Plywood Mill in Grants Pass were discussed. While Medford Corporation had the capital to upgrade the plant, they were plagued by environmental protests and appeals which were making public timber increasingly scarce. Bob Kellso, Medford President, was quoted as asking, "How can you put money in if you can never get to the wood?"

I began to wonder: who owns Oregon's forests? The Department of Forestry provided me with a chart which shows Oregon's Forest Land Base Data (updated 1/88). There are a total of 28.3 million acres of forest lands in Oregon. This is 9.6 percent below the number of acres in 1952. About 58 percent of Oregon's forests are owned by the federal government. Another 36 percent are owned by private individuals and industries. I was surprised to learn that the State of Oregon owns a mere 3 percent of Oregon's forests. Counties, municipalities, and the Bureau of Indian Affairs (BIA) own another 2 percent.

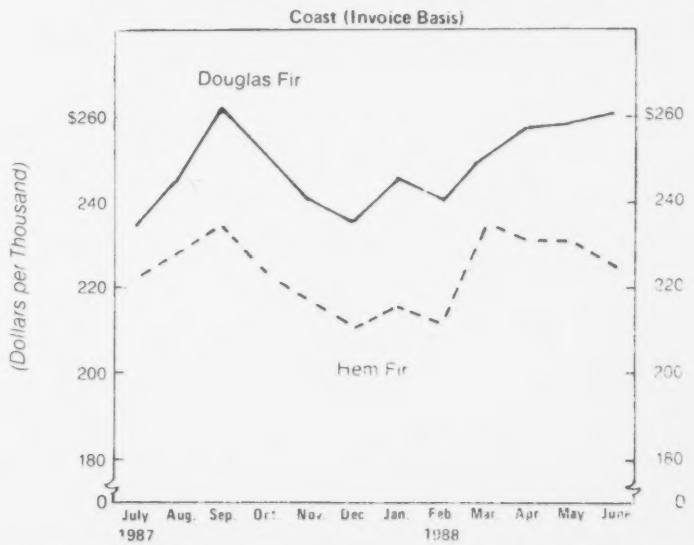
In terms of commercial timberland (forest land capable of producing 20 cubic feet or more per acre per year of industrial wood, and not withdrawn from timber utilization), the percentages are virtually identical to those listed above. Commercial timberland now accounts for 22.4 million acres, or 12.8 percent less than in 1952.

The federal government owns 91 percent of the 2.1 million acres of timberland that is reserved (private or public land withdrawn from timber production or utilization through statute, ordinance, or administrative order but which otherwise qualifies as timberland). Nearly 5 percent is owned by counties, municipalities, and the BIA; 4 percent by the State of Oregon; and only 1,000 acres (.05 percent) is owned by private individuals and industries. The number of reserved timberland acres is 110.5 percent above the number of acres that were reserved in 1952.

Concerning Oregon wilderness areas on national forests, there were 1.3 million acres available prior to the Wilderness Act of 1984. In 1986, there were nearly 2.2 million acres of Oregon wilderness areas on national forests.

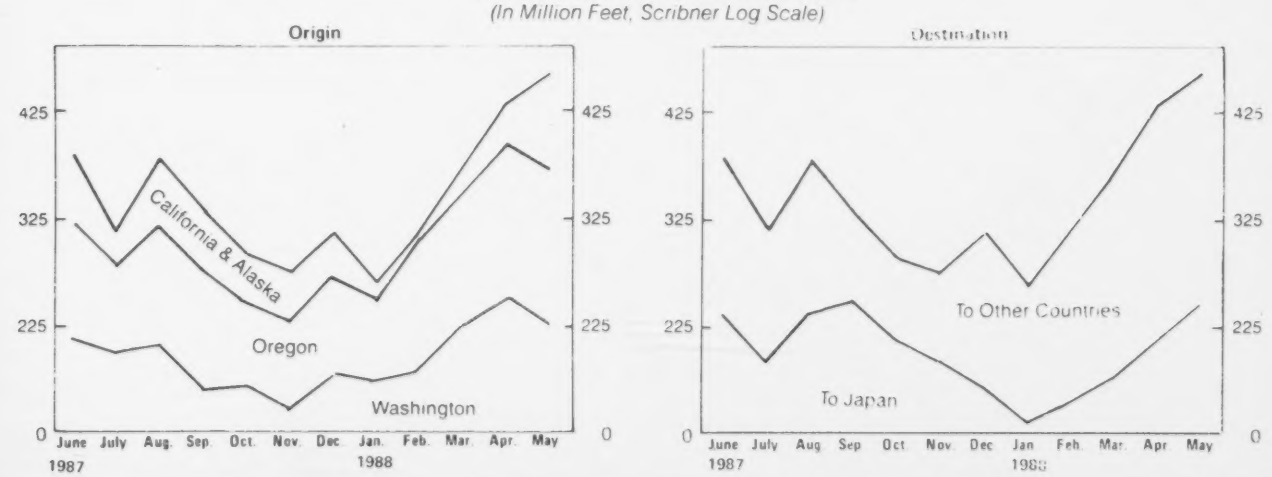
In closing, I can't help but mention that the Burgin house was recently resided with fresh, clean, sweet-smelling natural cedar siding--#2 grade lap siding, to be precise. Other types of siding were considered--aluminum, vinyl, steel--but we decided in favor of the cedar. There is something distinctively Oregonian about owning a house with real wood siding. We left it natural, unpainted, unstained, because we like the rustic look of the wood. □

AVERAGE (FOB MILL) REALIZATION FOR MAJOR SPECIES



UNITED STATES SOFTWOOD LOG EXPORTS

(In Million Feet, Scribner Log Scale)



RESIDENT OREGON LABOR FORCE

	AUG.[1] 1988	JUL.[2] 1988	CHANGE	%CHANGE	AUG.[3] 1987
CIVILIAN LABOR FORCE	1,429,400	1,434,200-	4,800-	0.3	1,399,200
UNEMPLOYMENT	76,500	79,400-	2,900-	3.7	71,200
PERCENT OF LABOR FORCE	5.4	5.5	XXX	XXX	5.1
SEASONALLY ADJUSTED PERCENT	6.1	5.9	XXX	XXX	5.8
TOTAL EMPLOYMENT[4]	1,352,900	1,354,800-	1,900-	0.1	1,328,000

Preliminary
Revised
Includes employed and unemployed individuals 16 years and older. Data are adjusted for multiple job-holding and commuting.
Includes nonagricultural wage and salary, self employed, unpaid family workers, domestics, farm workers, and labor disputants.
Due to revised estimating procedures between December 1987 and January 1988, data for 1988 and that of previous years are not strictly comparable.

NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT (BY PLACE OF WORK)

INDUSTRY	AUG.[1] 1988	JUL.[2] 1988	AUG. 1987	CHANGE FROM JUL. 1988	CHANGE FROM AUG. 1987
TOTAL	1,147,800	1,135,700	1,101,600	12,100	46,200
WAGE & SALARY EMPLOYMENT INDEX[5]	122.1	121.5	117.2	XXX	XXX
TOTAL MANUFACTURING	223,100	215,800	216,500	7,300	6,600
DURABLE GOODS	157,400	156,300	153,400	1,100	4,000
LUMBER & WOOD PRODUCTS	68,500	68,000	70,300	500	-1,800
LOGGING & SAWMILLS	34,400	34,400	36,500	0	-2,100
VENEER & PLYWOOD	17,000	16,800	17,800	200	-800
MILLWORK & STRUCTURAL WOOD	11,500	11,300	10,600	200	900
MOBILE HOMES	1,800	1,700	1,500	100	300
OTHER WOOD PRODUCTS	3,800	3,800	3,900	0	-100
FURNITURE AND FIXTURES	2,600	2,600	2,500	0	100
STONE, CLAY, GLASS & CONCRETE	4,000	3,800	3,700	200	300
PRIMARY METALS	10,500	10,400	9,600	100	900
BLAST FURNACES, IRON & STEEL	6,100	6,100	5,700	0	400
NONFERROUS METALS	4,400	4,300	3,900	100	500
FABRICATED METALS	11,300	11,200	10,600	100	700
FABRICATED STRUCTURAL METALS	5,100	5,000	4,800	100	300
OTHER FABRICATED METALS	6,200	6,200	5,800	0	400
MACHINERY	16,300	16,100	15,600	200	700
ELECTRICAL EQUIPMENT & SUPPLIES	15,400	15,200	13,800	200	1,600
TRANSPORTATION EQUIPMENT	13,600	13,700	11,800	-100	1,800
INSTRUMENTS & RELATED PRODUCTS	11,800	11,800	12,100	0	-300
MISCELLANEOUS MANUFACTURING	3,400	3,500	3,400	-100	0
NONDURABLE GOODS	65,700	59,500	63,100	6,200	2,600
FOOD & KINDRED PRODUCTS	30,900	24,900	29,600	6,000	1,300
CANNING & PRESERVING	19,700	13,800	18,600	5,900	1,100
OTHER FOOD PRODUCTS	11,200	11,100	11,000	100	200
TEXTILE MILL PRODUCTS	1,900	1,900	1,800	0	100
APPAREL	3,000	2,900	2,500	100	500
PAPER & ALLIED PRODUCTS	9,000	9,100	9,400	-100	-400
PRINTING & PUBLISHING	13,500	13,300	12,800	200	700
CHEMICALS & ALLIED PRODUCTS	2,200	2,200	2,100	0	100
PETROLEUM REFINING	500	500	500	0	0
RUBBER & PLASTIC PRODUCTS	4,300	4,300	3,900	0	400
LEATHER PRODUCTS	400	400	500	0	-100
TOTAL NONMANUFACTURING	924,700	919,900	885,100	4,800	39,600
MINING & QUARRYING	1,500	1,500	1,500	0	0
CONSTRUCTION	41,400	40,200	39,200	1,200	2,200
TRANSPORTATION, COMMUNICATIONS, & UTILITIES	59,700	59,400	58,500	300	1,200
TRANSPORTATION	38,100	37,800	37,000	300	1,100
RAILROAD	3,800	3,800	4,000	0	-200
TRUCKING & WAREHOUSING	22,100	22,000	21,600	100	500
OTHER TRANSPORTATION	12,200	12,000	11,400	200	800
COMMUNICATIONS	12,800	12,700	12,600	100	200
UTILITIES	8,800	8,900	8,900	-100	-100
TRADE	299,400	296,800	282,900	2,600	16,500
WHOLESALE TRADE	75,600	74,700	71,600	900	4,000
DURABLE GOODS	44,800	44,300	41,600	500	3,200
NONDURABLE GOODS	30,800	30,400	30,000	400	800
RETAIL TRADE	223,800	222,100	211,300	1,700	12,500
GENERAL MERCHANDISE	28,400	28,000	27,200	400	1,200
FOOD STORES	38,400	37,600	34,700	800	3,700
AUTO DEALERS & SERVICE STATIONS	27,900	27,800	26,700	100	1,200
OTHER RETAIL TRADE	129,100	128,700	122,700	400	6,400
FINANCE, INSURANCE, & REAL ESTATE	74,800	74,700	72,700	100	2,100
BANKING & CREDIT AGENCIES	24,300	24,400	23,800	-100	500
OTHER FINANCE, INSURANCE, & REAL ESTATE	50,500	50,300	48,900	200	1,600
SERVICES	256,800	254,800	243,900	2,000	12,900
HOTELS & PERSONAL SERVICES	28,500	28,100	27,600	400	900
HEALTH SERVICES	78,700	77,700	75,300	1,000	3,400
OTHER SERVICES	149,600	149,000	141,000	600	8,600
GOVERNMENT	191,100	192,500	186,400	-1,400	4,700
FEDERAL GOVERNMENT	31,900	31,900	31,400	0	500
STATE GOVERNMENT	55,600	55,700	53,700	-100	1,900
EDUCATION	19,400	19,900	19,200	-500	200
OTHER STATE	36,200	35,800	34,500	400	1,700
LOCAL GOVERNMENT	103,600	104,900	101,300	-1,300	2,300
EDUCATION	55,600	57,100	55,100	-1,500	500
OTHER LOCAL	48,000	47,800	46,200	200	1,800
LABOR MANAGEMENT DISPUTES	3,800	4,900	100	-1,100	3,700

Preliminary
Revised
Includes full and part time nonfarm wage and salary workers in pay periods including the 12th of the month. Proprietors, self employed, private household workers and armed forces excluded. Note: Estimated in cooperation with the U.S. Bureau of Labor Statistics and Employment and Training Administration. All data are based on the 1972 Standard Industrial Classification (SIC) codes as amended by the 1977 supplement.
Total nonagricultural wage and salary employment, seasonally adjusted, and indexed to 1977. Data on the earlier index (1972 = 100) can be converted to the 1977 base period by multiplying by a factor of .8264, the ratio between 1972's Annual Average Employment (774,300) and that of 1977 (936,900).

A COMPASS READING

W.E. Hunter

When a sea captain charts course for distant shores, a compass reading is always necessary before much of anything else takes place. Fixing the proper coordinates first of all requires recognition of one's own location. During the past year I have been mapping our location in an effort to set the proper course as we set sail. As Administrator and navigator for the Oregon Employment Division, I would like to share a few of my thoughts on what course we as an agency need to steer.

Any captain who sets sail with an untrained and untested crew courts disaster in the voyage.

Charting economic tides and currents is a job I'm sure most sea captains would rather avoid. Facing a strong Nor'easter to them would be preferable to sailing into unknown waters filled with financial reefs and shoals.

Standing at the helm, the winds of change blow in swirling motions around the ship. Because of that, it is always hard to determine just how much sail to unfurl in order to catch and maintain a steady breeze. In situations like these, it is a wise captain that knows he has a crew he can rely upon to assist him in keeping that ship on course. One of the reasons he feels so sure is the knowledge that his crew has had all the necessary training and experience to pilot the vessel. Any captain who sets sail with an untrained and untested crew courts disaster in the voyage. It is the captain's responsibility, then, to ensure the crew is both able to meet the requirements of the trip and has the desire to perform their duties in such a way as to ensure the voyage is a success. Certainly a tall order, but one that is imperative if a ship is to find its way through to safe waters.

Here in the Employment Division, we have made some course changes and have plotted a new direction that will ultimately lead to an agency better able to respond to an ever changing environment. We as an agency are moving forward to greet the year 2000 with a workforce focused on the responsibilities inherent in the future. We have a new mission statement that I think articulates very well our active commitment to Oregon, its residents, and the future. The mission of the Employment Division reads, "To improve the quality of life of Oregonians by assisting workers in finding suitable jobs, providing unemployment insurance benefits to qualified claimants, supplying labor market information and participating in the economic development of Oregon".

The mission of the Employment Division is to improve the quality of life of Oregonians by assisting workers in finding suitable jobs, providing unemployment insurance benefits to qualified claimants, supplying labor market information and participating in the economic development of Oregon.

Translated into what the Employment Division will do to achieve that goal consider the following;

- In providing employment services, we are the largest single source of job openings in the State.
- We have the largest source of job ready applicants.
- We possess a computerized system whereby we can match jobs to qualified applicants anywhere in the State.
- Our services include a Professional Placement Service to employers and applicants in such diverse fields as information systems, engineering, and medical specialties.
- We also provide special programs to veterans, older workers, handicapped, youth, and many other groups identified as requiring our special attention.

In the area of Labor Market Information, we are unparalleled in supplying;

- A major source of reliable statewide economic information.
- Labor force and unemployment estimates.
- Occupational employment projections, occupational supply/demand analysis, and demographic data to enhance economic strategies throughout the State.
- Major analysis of Oregon's ever-changing economy and labor force.
- Specialized economic impact analysis to enable business and government to make informed decisions on our State's future developmemt.

As the sole provider of unemployment insurance benefit payments to eligible claimants, we seek to maintain the purchasing power within the State and through that, assist in stabilizing the State's economy.

Mindful of those services and the fact that we all stand at the threshold of the 21st century, what does our commitment to the future mean to you? It certainly means that you should expect us to be fully capable of handling the concerns, questions, and expectations that will arise as the next century approaches. We have every intention of being a responsive, proactive agency dedicated to making Oregon and its respective communities better able to move ahead. Our vision is of an agency culturally aware, professionally dedicated, and equipped with the tools necessary to do the job.

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These are the provisions we must bring aboard if our vessel is to set sail. Without those stores safely stowed below decks, our ship may appear ready for departure, but let a serious squall develop and we will soon find how quickly an ill-equipped ship can flounder and sink. It is certainly my intention to make sure our ship is fully provisioned, ably crewed, and a steady course set and mapped to a new port. Commitment to both crew and ship is essential to ensure a safe voyage. That is a captain's job. □

EMPLOYER COSTS FOR EMPLOYEE COMPENSATION

Don Steward

In June of 1988 the U.S. Bureau of Labor Statistics released its report on Employer Costs for Employee Compensation. According to the report, private employer costs for employee compensation in March of 1988 averaged $13.79 per hour; $10.02 or 72.7 percent for straight-time wages and salaries, and $3.77 or 27.3 percent for benefit costs.

Legally required benefits (e.g , social security, workers' compensation, unemployment insurance) averaged $1.22 per hour worked--the largest cost to employers among the benefit categories. Legally required benefits accounted for 8.8 percent of total compensation costs and about a third of all benefit costs. Social security, the largest legally required benefit, cost employers, on average, 81 cents per hour worked--5.9 percent of all compensation costs and about a fifth of all benefit costs.

Compensation costs averaged more for workers in goods-producing industries than for those in service-producing industries.

Other important benefit categories and their average costs were: Paid leave (97 cents), insurance (78 cents), pensions and savings (45 cents), and supplemental pay (33 cents), which includes premium pay for overtime, shift pay, nonproduction bonuses, and lump-sum payments provided in lieu of wage increases.

Compensation costs varied widely by industry and occupational group, union status, and geographic region.

Compensation costs averaged more for workers in goods-producing industries ($16.42 per hour worked) than for those in service-producing industries ($12.72). Among service-producing industries, compensation costs ranged from $8.00 in retail trade to $20.50 in transportation and public utilities. Among the goods-producing industries, compensation costs ranged from $14.55 in nondurables manufacturing to $17.44 in durables manufacturing.

Among occupational categories, average compensation costs were higher for white-collar workers ($15.97) than for blue-collar workers ($13.87) and service workers ($6.76). However, the level of compensation varied considerably by occupational group within these categories.

AVERAGE HOURS AND EARNINGS OF OREGON INDUSTRIAL PRODUCTION WORKERS[1]

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	July[2] 1988	June[3] 1988	July 1987	July[2] 1988	June[3] 1988	July 1987	July[2] 1988	June[3] 1988	July 1987
TOTAL MANUFACTURING[4]	$419.25	$419.61	$402.98	39.0	39.4	38.6	$10.75	$10.65	$10.44
Durable Goods	427.98	429.72	413.29	39.3	39.9	39.1	10.89	10.77	10.57
Lumber & Wood Products	427.30	431.14	406.15	38.6	39.7	38.1	11.07	10.86	10.66
Logging & Sawmills	467.83	460.60	428.25	38.6	39.1	37.5	12.12	11.78	11.42
Veneer & Plywood	409.70	427.87	388.41	37.9	40.1	37.6	10.81	10.67	10.33
Millwork & Structural	349.38	370.31	377.07	39.3	41.1	41.3	8.89	9.01	9.13
Mobile Homes	314.71	335.71	309.30	37.2	38.9	37.4	8.46	8.63	8.27
Other Wood Products	411.29	390.17	400.40	39.7	38.9	38.5	10.36	10.03	10.40
Furniture & Fixtures	312.74	319.79	345.44	35.1	36.8	36.4	8.91	8.69	9.49
Primary Metals	506.99	513.28	505.26	41.9	41.9	42.0	12.10	12.25	12.03
Fabricated Metals	398.96	393.26	369.74	41.3	40.5	39.8	9.66	9.71	9.29
Machinery (Ex Electrical)	438.37	432.53	433.16	39.6	39.5	39.2	11.07	10.95	11.05
Nondurable Goods	397.17	389.34	379.38	38.3	37.8	37.6	10.37	10.30	10.09
Food & Kindred Products	323.88	310.90	298.94	37.4	37.1	36.5	8.66	8.38	8.19
Canning & Preserving	278.96	253.68	254.18	36.9	36.5	35.8	7.56	6.95	7.10
Other Food Products	400.81	398.15	401.28	38.1	38.1	38.0	10.52	10.45	10.56
Textile Mill Products	218.99	239.08	213.48	30.5	34.4	34.6	7.18	6.95	6.17
Apparel	206.64	229.42	225.75	31.5	36.3	37.5	6.56	6.32	6.02
Paper & Allied Products	667.37	645.39	654.46	44.7	41.8	41.5	14.93	15.44	15.77
Printing & Publishing	435.93	408.32	415.80	37.1	35.2	36.0	11.75	11.60	11.55
Construction[4]	546.06	534.56	494.13	38.0	37.2	36.2	14.37	14.37	13.65
Communications & Utilities[5]	543.02	532.18	512.40	41.9	41.0	40.0	12.96	12.98	12.81
Trade[5]	314.87	305.71	292.41	35.7	34.7	34.2	8.82	8.81	8.55
Wholesale Trade	414.29	402.42	389.79	38.9	38.0	36.6	10.65	10.59	10.65
Retail Trade	263.16	255.42	244.53	34.0	33.0	33.0	7.74	7.74	7.41
Banking & Insurance[5]	343.77	329.49	302.87	38.8	37.4	35.8	8.86	8.81	8.46
State & Local Government	401.35	365.28	384.40						

[1]Figures are average gross hours and earnings of full and part-time worked or paid for, including overtime and shift premium pay. Prepared in cooperation with the U.S. Department of Labor. All data are based on the 1972 Standard Industrial Classification (SIC) codes.
[2]Preliminary
[3]Revised
[4]Data for production workers only and exclude administrative, supervisory (above working foremen), technical, sales and office personnel.
[5]Data for nonsupervisory employees only, excluding proprietors and executive personnel. Data for retail trade excludes eating and drinking places.

In all private industry, benefits made up a larger proportion of compensation costs for blue-collar workers as a whole (30.8 percent) than for white-collar workers (25.9 percent) and service workers (23.1 percent). This relationship held when occupational groups within the blue-collar and white-collar categories were compared.

Benefits also accounted for a larger proportion of total compensation costs for blue-collar workers than for white-collar workers within both goods- and service-producing industries. In goods-producing industries, benefits made up 31.8 percent of compensation costs for blue-collar workers, compared with 28.0 percent for white-collar workers. The corresponding proportions in service-producing industries were 29.1 percent and 25.3 percent.

Average compensation costs were higher for white-collar workers than for blue collar workers and service workers.

Compensation costs averaged more for union workers ($18.16) in private industry than for nonunion workers ($12.90). In addition, benefits made up a larger proportion of compensation costs for union workers (33.7 percent) than for nonunion workers (25.5 percent). Union and nonunion cost levels reflect a variety of influences, including coverage by a collective bargaining agreement and variation in distribution of union and nonunion workers among occupations and industries.

Compensation costs varied by region, ranging from $15.50 in the Northeast to $12.23 in the South. The proportion of compensation costs made up of benefits, however, was similar among the four regions: 28.9 percent in the Midwest, 27.8 percent in the Northeast, 26.8 percent in the West, and 25.9 percent in the South.

The rate of increase for employee benefits in private industry has dropped substantially since 1980. The 12-month rate of change for benefits as measured by the Bureau of Labor Statistics trended downward from 11.8 percent in December 1980 to 3.5 percent in December 1987.

The slowdown in the rate of increase for benefit costs was strongly influenced by reduced rates of wage and salary gains - from 9.0 percent in 1980 to 3.3 percent in 1987. Benefits closely tied to wage movement, such as paid leave, overtime pay and Social Security account for almost two-thirds of the total benefit costs. □

WOMEN WORKERS IN OREGON INDUSTRY

Graham Slater

The issue of "women in the workplace" continues to be one of the most important facing employers and planners today. Workplace relationships, workload and pay equity, and provision of childcare services are three examples of current topics of discussion.

The Current Employment Statistics (CES) program of the Oregon Employment Division collects monthly data from roughly 7,000 of the State's employers. While the main focus of the survey is employment and earnings, data are also compiled on the proportion of female workers within each industry. Using data on women workers' employment from the May 1988 survey, and combining it with 1987 annual average data on all employees covered by unemployment insurance in the State, some interesting facts become apparent. (The comments below refer to the private sector.)

- Based on the May survey, women workers make up 45.0% of payroll employment in Oregon.
- Of the six major industry sectors identified on the accompanying graphs, female employees garner more than 50% of the jobs in two - finance, insurance, and real estate; and services.
- Female representation remains low in the traditionally male-dominated sectors - construction & mining (10.6%) and manufacturing (24.8%).
- Looking at individual industries (broken out at the two-digit Standard Industrial Classification level) the highest proportion of female employees comes in apparel &

OREGON'S TOP INDUSTRIES

sorted by:

Industry	Percent Female	Average Weekly Wage
Highest percent female:		
Apparel & accessory stores	82.7	$197.63
Health services	81.3	394.17
Banking	78.5	348.31
Credit agencies other than banks	75.4	401.59
Apparel manufacturing	74.8	275.89
Lowest percent female:		
Petroleum refining & related products	7.8	$503.48
Water transportation	8.7	740.64
Construction - special trade contractors	9.8	398.63
Mining	10.2	430.77
Heavy construction	11.2	517.03
Highest weekly wage:		
Security & commodity brokers	44.2	$1,000.06
Water transportation	8.7	740.64
Paper & allied products	18.3	708.03
Electric, gas, & sanitary services	27.3	650.02
Primary metal industries	16.7	581.12
Lowest weekly wage:		
Eating & drinking places	56.7	124.82
Hotels & other lodging places	59.3	157.31
Motion pictures	42.1	173.43
Personal services	64.8	192.79
Amusement & recreation services	45.3	194.61

accessory stores (82.7%), followed closely by health services (81.3%).

- At the other end of the spectrum, females hold only 7.8% of Oregon's jobs in petroleum refining & related products, and 8.7% in water transportation.
- When Oregon's industries (at the two-digit Standard Industrial Classification level) are ranked with highest weekly wages at the top, not one of the top ten industries employs more than 50% women. In contrast, ranking the same industries starting with lowest weekly wage gives "female-majority" industries six of the first ten places.

Bearing in mind the private sector average weekly wage of $353.95 (covered employment, 1987 annual average), the accompanying tables provide some "highlights".

While these facts and figures may be interesting in their own right, there is a secondary motive - drawing attention to newly-available documentation on female employment trends - behind this article. **Oregon Labor Trends** rarely promotes publications from other private or government agencies, but a recent report from the Oregon Department of Education merits mention. Titled **OREGON WOMEN**, the publication provides an excellent reference point for almost any question regarding demography, education, employment, income, and other issues as they pertain to women. Copies can be obtained by calling Hilda G. Thompson at 378-2182.

In addition, an annual Employment Division publication entitled **CAREERS** will be available in mid-October. A lengthy discussion of women in the workplace will be included. Susan Bell (378-8657) will be able to provide copies to interested readers. □

JSEC SEMINARS

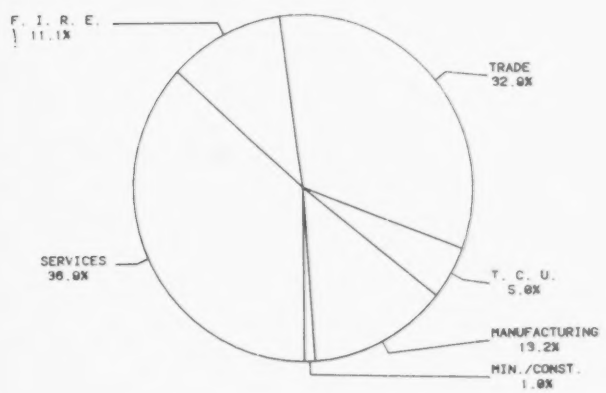
WORKERS' COMPENSATION - A WALK THROUGH THE NEW LAW
Tuality Community Hospital, Hillsboro
October 11 . . . 7:30 AM to 12:00 Noon
Call Lee Jones, phone 681-0210

EMPLOYEE MOTIVATION - "GETTING THE BEST"
The Inn at Hood River Village Resort,
October 11 . . . 8:00 AM to 11:30 AM
Call Teresa Gardipee, phone 296-1173
or Bob Watkins, phone 296-5435

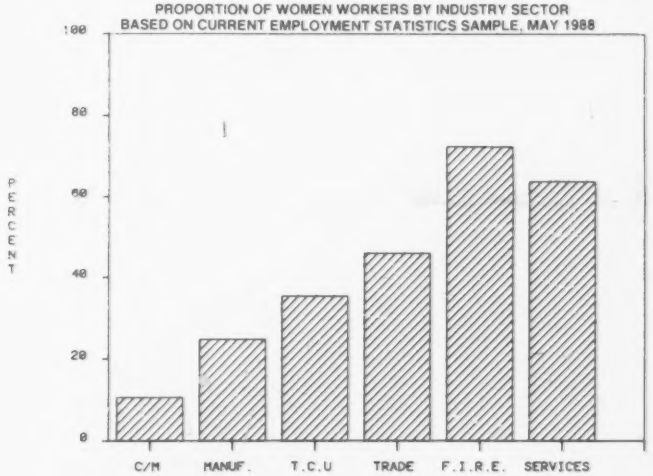
PREVENTING AND DEFENDING EMPLOYEE CLAIMS AND COMPLAINTS Holiday Inn, Wilsonville
October 25 . . . 8:45 AM to 4:00 PM
Call Cathie Moravec, phone 657-2078
or Larry Liebe, phone 657-2074

EMPLOYMENT AT WILL
Chumaree Comfortel, Salem
October 27 . . . 7:00 AM to 12:00 Noon
Call Joyce Wilson, phone 378-6394 or
Russ Campbell, phone 472-5118

DISTRIBUTION OF WOMEN WORKERS
NONAGRICULTURAL, PRIVATE SECTOR EMPLOYMENT



PROPORTION OF WOMEN WORKERS BY INDUSTRY SECTOR
BASED ON CURRENT EMPLOYMENT STATISTICS SAMPLE, MAY 1988



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